

UNIVERSITY
OF TORONTO

Bulletin

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Salary increases to take effect Jan. 1, 1990

Equity plan criticized

by George Cook

THE STAFF association has withdrawn from the Presidential Advisory Committee on Pay Equity (PACPE) because it believes the job evaluation system being used to identify and rate female- and male-dominated job classes is biased in favour of the male-dominated ones.

In response, the University says the job evaluation system is gender neutral and will not result in higher point values being assigned to male-dominated job classes.

Earlier this month, UTSA sent a letter to its members outlining its objections to the evaluation system. On Aug. 16, the association held a meeting at Robarts Library, attended by about 65 people, to explain its reasons for leaving PACPE.

Similar meetings were scheduled at Erindale College Aug. 18 and at Scarborough College today, Aug. 21.

UTSA says the pay equity questionnaires distributed to staff, as well as the points rating system used to set the relative value of job classes, favour male-dominated jobs.

Rose Marie Harrop, a member of UTSA's pay equity committee and former member of the presidential advisory commit-

tee, cited section "N" of the questionnaire, on physical dexterity. Keyboarding skills will be assigned a lower value than driving skills, she told the Aug. 16 meeting.

The implication, Harrop said, is that

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**Explaining
pay equity:
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Conway to oversee
education, job training

MPP Sean Conway (L — Renfrew North), a member of the powerful policy and priorities committee of cabinet, is the new minister of education, colleges and universities and skills development.

He replaces MPP Lyn McLeod, (L — Fort William), who moved from colleges and universities to oversee the Ministries of Natural Resources and Energy.

The changes to the cabinet announced Aug. 2 by Premier David Peterson bring the education and job-training portfolios together under a single minister.

Bette Stevenson, a minister in the Progressive Conservative governments of William Davis and Frank Miller, was the last Ontario cabinet minister to be responsible for both the ministry of education and colleges and universities.

First elected to the legislature in 1975, Conway was returned in four subsequent



Sean Conway

elections: 1977, 1981, 1985 and 1987. While in opposition he was his party's critic for health and colleges and universities.

When the Liberals came to power in 1985, he became minister of education and then acting minister of government services. After the 1987 election, he was named government house leader and minister of mines.

Conway has a master's degree in history from Queen's University

in Kingston and a bachelor's degree from Waterloo Lutheran University (now Sir Wilfrid Laurier). He received his primary schooling at St. Joseph's Roman Catholic Separate School in Barry's Bay, Ontario, in Renfrew County near Pembroke, and attended Madawaska Valley District High School in the same town.

Conway was born in Pembroke, northwest of Ottawa, and represents the area in the legislature.

Tax provokes concern

THE UNIVERSITY will pay more for goods and services and collect more from faculty, staff and students when the federal goods and service tax takes effect in 1991. However, an accurate estimate of the impact on the institution is not yet available.

"It is very difficult to anticipate exactly where the tax will have an impact and where it won't, but if we don't get some sort of rebate, we'll probably be affected by a considerable margin," said Bob White, assistant vice-president (finance).

Depending on how the nine percent tax is implemented, the University could pay four or five times as much sales tax as it does now, White said. "I'm very concerned about it."

In addition to increased costs, University administrators face more record keeping as a result of the changes. "Every time there's a change like this, there's always more administration," White said.

"I don't know if it will mean hiring more people, but it's another thing added to the workload. There have been so many legislated changes in the last five years in the benefits and tax areas..."

If the tax rebate formula does not take account of the amount of research done at different

universities, research-intensive institutions will be more vulnerable to the tax, White said.

Ab Larose, special assistant to the

See FEDERAL: Page 3

**"U of T could pay
five times as much
sales tax as
it does now"**

Historical atlas finds financial oasis

by Karina Dahlin

THE *Historical Atlas of Canada* is out of the desert. After a dry spell, the project has received \$682,000 from the provincial government, the first direct funding from the province.

This grant — along with a four-year research grant from the Social Sciences

& Humanities Research Council for 1989-93 and \$1.5 million from the Breakthrough campaign — will enable the project to continue as planned, says its director, Professor Emeritus William Dean of the Department of Geography.

SSHRC provided funding from 1979 to 1988 after which it was hoped that the atlas would be a self-sustaining operation. Since publication in September 1987, approximately 25,000 copies of the first volume have sold. That is less

than originally forecast. "We have had a surprising number of returns," says Dean. "We overestimated the potential sales based on the extremely positive reaction of booksellers."

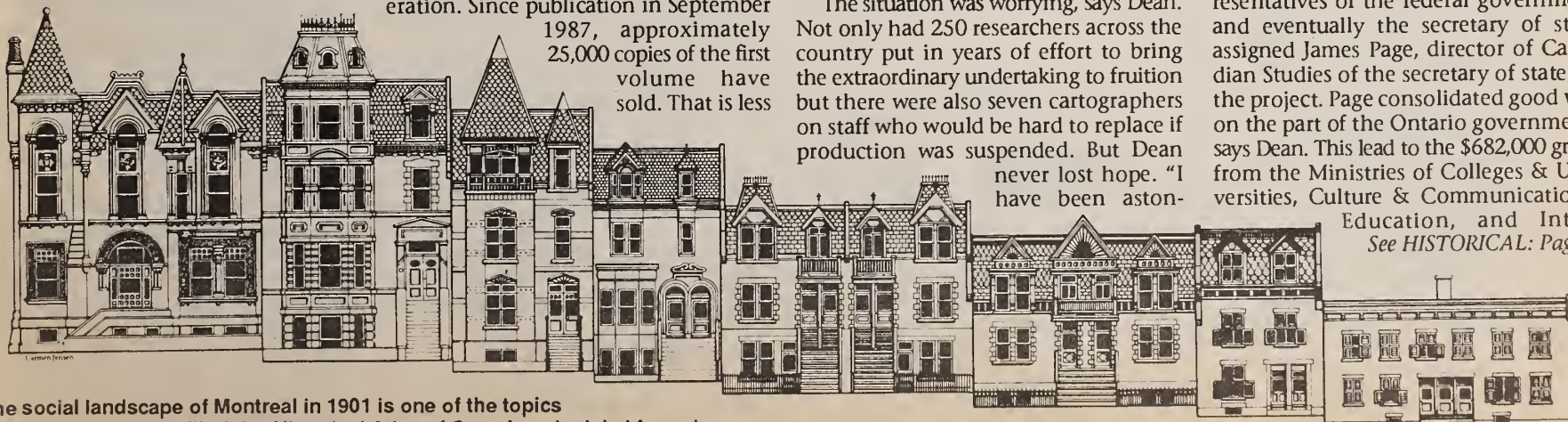
Production costs were also higher than expected. A year ago Dean sat down to rework the budget. "I estimated we would be in \$3.2 million worth of trouble."

The situation was worrying, says Dean. Not only had 250 researchers across the country put in years of effort to bring the extraordinary undertaking to fruition but there were also seven cartographers on staff who would be hard to replace if production was suspended. But Dean never lost hope. "I have been aston-

ished at the reaction of both academics and the public to the project. They have been most encouraging and their support has been very important. Ultimately their message got through to the politicians."

It did not get through, however, without a concerted effort by Dean and others. They met in Ottawa with various representatives of the federal government and eventually the secretary of state assigned James Page, director of Canadian Studies of the secretary of state, to the project. Page consolidated good will on the part of the Ontario government, says Dean. This led to the \$682,000 grant from the Ministries of Colleges & Universities, Culture & Communications, Education, and Inter-

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The social landscape of Montreal in 1901 is one of the topics examined by Volume III of the *Historical Atlas of Canada*, scheduled for publication in the fall of 1990. No street ever featured the array of housing illustrated here; usually two or three classes of dwelling were found on each street. Most Montrealers lived in houses like the two models at the poor end of the scale on the right.

Job evaluation

Continued from Page 1

typing, often performed by women, is less valuable than driving a van, traditionally a male task, and will therefore receive a lower point score.

Alec Pathy, vice-president (human resources), called UTSA's charge of bias in the job evaluation system "absolutely irresponsible." The questionnaire is gender neutral, he said, as is the point-setting process.

The 10-member PACPE paid close attention to the concerns of the three staff association representatives to ensure that gender bias was excluded from the questionnaire, Pathy said. And to ensure gender neutrality, the committee created a completely new questionnaire and did not adopt a standard job evaluation form. He said the job evaluation committee will be carefully trained to recognize bias and exclude it from the process of assigning points to each job class.

Pay increases

Under Ontario's pay equity legislation, the University must post a pay equity plan and make the first of several annual salary adjustments by the beginning of next year.

Employees in female-dominated job classes who receive less money than those in comparable male-dominated job classes will receive their first pay equity salary increase effective Jan. 1, 1990. For every dollar men earn in Ontario, women earn 74 cents, according to government statistics, but the gap may vary from employer to employer.

By law, the University must set aside one percent of its total payroll costs for pay equity increases.

In order to identify and evaluate job classes — and to compare them on the basis of points assigned to each — the University has distributed about 4,000 job analysis questionnaires. Two days — Aug. 22 and Sept. 7 — have been set aside to allow staff to fill them out. (Those whose work schedules don't permit the use of one of those two days will be encouraged to find more convenient time.)

The questionnaires were designed by PACPE with the help of the consulting firm, TPF&C. Once completed, they will be evaluated by a second group — the job evaluation committee (JEC) — soon to be established.

The JEC will sort non-unionized jobs into classes and write a generic description of each class. Then it will assign points to each generic class on the basis

of the degree of skill, effort and responsibility involved, as well as an assessment of working conditions.

Finally, the JEC will compare the salary levels of job classes with the same points in order to identify the existing pay inequities between female- and male-dominated classes of the same value.

Pressure

In addition to its concerns regarding bias in the evaluation system, UTSA has expressed reservations about the job evaluation committee.

The association does not believe the JEC will be independent enough from the consultants and the Human Resources Department to resist pressures to minimize the cost to the University of pay equity adjustments by undervaluing female-dominated job classes.

UTSA wants the JEC to be made up of non-management employees who know the actual content of University jobs, and to be chaired by a "neutral" party, not a representative of human resources.

Pathy said the committee, of seven to nine members, will be made up mostly of women and will represent both a horizontal and vertical cross section of the University — the three campuses and a variety of job levels, including both supervisors and non-supervisors.

Pay equity project manager Mary Ann Ross will be the JEC's convenor, but committee members will select their own chair.

Even if individual members of the committee had a bias in favour of male-dominated tasks, the job evaluation plan itself would see to it that jobs of equal value received the same number of points, Pathy said.

He said the consultant's reputation in the field depends on its ability to design gender-neutral job evaluation plans, including both questionnaires and the points system used to set final job class values.

At its Aug. 16 meeting, staff association members and members of the UTSA executive also said the job evaluation system adopted for pay equity purposes could be used to identify employees who, on the basis of the points assigned to their jobs and job classes, are being paid too much in comparison with other jobs of the same value.

The University might then red circle those salaries, permitting no further pay increases until other jobs of the same value caught up.

Pathy said the University will not red circle the salaries of persons currently employed. Personnel policy does not permit the practice, except in the very rare circumstance where an employee is paid more than the maximum in his or her salary range.

If the University tried to red circle, the employee affected would have grounds to launch a "beautiful grievance," Pathy said.

But while current employees will receive economic and merit increases within their salary ranges, the University might decide to advertise vacant positions at a lower salary range on the basis of the new job evaluations, said Pathy.

Condom committee formed

AN INFORMAL "condom committee" has been established at U of T. Its objective is to make it easier for students to obtain condoms and prevent AIDS, unwanted pregnancies and venereal diseases.

Dr. David Smith, director of Health Service, has a couple of patients on campus who are infected with HIV, the forerunner to AIDS. Every week he sees a number of preventable cases of vaginal infections. He estimates that at least 80 unwanted pregnancies occur on campus every year, many because of poor quality condoms or uneducated use of them.

Smith actively promotes the use of condoms. "I think they should be everywhere where there is a heavy flow of students. The more available they are at a reasonable price and a good quality, the better off we are."

Robert Cook, liaison officer with the Association of Part-time Undergraduate Students, is a member of the committee. He says no one knows how many condom vending machines are on campus. "They were installed years ago under various agreements." The

condoms available are often of questionable quality, Cook says, and the machines are not always maintained.

The condom committee has met twice so far. Two of its members, Robin Toderian, director of Residence, Food & Beverage Services, and George Hutson of the Physical Plant Department, have been asked to determine the need for condoms at U of T and to identify key locations for vending machines. Cook expects that the existing machines on campus will be replaced. The operation and maintenance of the new machines will probably be done by one company or by the University itself on a not-for-profit basis, he says.

Condoms are currently available at Health Service in the Koffler Student Services Centre from 9:30 to 11 a.m. and from 2:30 to 3:30 p.m. They cost \$4 for a box of 12.

Other members of the condom committee are David Neelands, assistant vice-president (student affairs); Jim Delaney, Office of Student Affairs; Rachel Grasham, Students' Administrative Council; and Margaret Galamb of Health Service.

Historical atlas meets with encouraging response

Continued from Page 1

governmental Affairs.

The Department of the Secretary of State itself purchased 1,000 copies of the atlas in 1987. With Page's help, another 2,500 books were purchased last year, contributing \$125,000 to the project. The atlases will be distributed to various associations, such as historical societies, professional educational associations and college and university libraries.

A major contribution for the project came through the Breakthrough campaign. The Bank of Montreal has donated \$750,000 for Volumes II and III. This means that the bank will probably get a half-page acknowledgement in the atlas. Dean does not object to this arrangement.

"I have seen it done before in similar publications where several pages designated the donors. Where would the scholarly world be without commercial support? Patrons quite rightly deserve recognition."

The total cost of the project to date is \$5.5 million. By the time it is completed the figure will be \$7.5 million, Dean reckons. "That is what [Mel] Hurtig spent on *The Canadian Encyclopedia*."

Volume III of the atlas will be published in the fall of 1990 with Volume II following in 1993. (Volume II was delayed because editor Louis Gentilcore of McMaster University fell ill.) The first volume covers the time from the retreat of the last continental glacier to the year 1800. It was edited by Cole Harris of the University of British Columbia.

Volume II looks at the 19th century, beginning with the migration of settlers to Canada from Great Britain and the United States. Volume III is edited by Professor Emeritus Donald Kerr of the

Department of Geography and Professor Deryck Holdsworth of Pennsylvania State University. It illustrates the 20th century and the industrial revolution, changing settlement patterns and the development of a national economy.

All of the basic research has been done. Working groups for each of the two remaining volumes are currently transforming the data into information that the cartographers can use for their unique maps.

The method of map production is complex and one map plate can consist of up to 40 overlays of linework, symbols, area colour and writing. Dean says that on the average it takes one year to produce a plate, including time spent on scribing, colour separation, copyediting, translation, proofreading, typesetting and colour proofing.

The English edition of the atlas is published by the University of Toronto Press; the French by Les Presses de l'Université de Montréal.

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Coalition attacks research

IN ITS FIGHT to "stop subsidizing socialism," the National Citizens' Coalition, a right-wing lobby group, has launched a campaign against government funding of projects operated by the International Development Research Centre (IDRC), the Social Sciences & Humanities Research Council and the Canada Council. In many cases, the research projects under fire are carried out by universities.

At a news conference earlier this year and in a letter to supporters, NCC president David Somerville mentioned a few projects, among them one "for the promotion of latrines in Guatemala," sponsored by the IDRC.

"If our tax dollars weren't involved, some of these grants would come right out of a Monty Python script.... We're planning a series of ads to publish a long list of the groups receiving government subsidies for causes with which most Canadians don't agree," said the letter.

Louise Behan, information officer with the IDRC, says the campaign has resulted in inquiries from MPs across the country. In the case of the latrine project the MPs are told that the safe disposal of human waste is a major public health issue in developing countries and that five million children die of diarrheal disease annually. One outcome of the project was a design for a low-cost composting latrine and an assessment of its technical performance and social acceptability.

None of the research activities highlighted by the NCC involves U of T.

In fact, none of the third-world projects being criticized uses Canadian researchers, said Behan. But that is only a coincidence, she believes. "This is a campaign against the government and these are examples of government spending. I think [the NCC] was only looking for astounding titles."

"It is easy to make a project look stupid," says Mary Henkelman, assistant director of the Office of International Cooperation at U of T. But she is uncertain how to counteract the negative publicity created by the NCC campaign.

The IDRC plans to visit U of T this fall on a tour of six Canadian university campuses. The tour has been scheduled for a long time and is not a response to the NCC campaign, says Behan. Henkelman, however, suggests that the visit is an opportunity to discuss the NCC attack.

Shell gift to Erindale

SHELL CANADA Limited has designated \$100,000 of its \$500,000 Breakthrough donation to the establishment of the Centre for Management & Social Sciences at Erindale College.

Erindale's building fund chair, Ignat Kaneff, and honorary chair, Mississauga mayor Hazel McCallion, were on hand July 6 for the presentation.

The centre, which will cost \$6 million to \$7 million, will include classrooms, study space, a 350-seat lecture theatre and community auditorium, professorial offices and a public art gallery. Construction is slated to begin in late 1990. The University and the community will split the funding.

The project will allow expansion of an overcrowded library, restoration of the Crossroads Building to its original purpose as a student centre and residence, the establishment of a new Institute for Land Information Management & Surveying and research and study space for graduate students.

Royal Bank donates to Innovations Foundation

THE ROYAL BANK of Canada has donated \$1 million to Breakthrough for support of the Innovations Foundation.

"It is a clear commitment from a private sector institution and a public demonstration of the importance of technolo-

gies to our economy," said Pauline Walsh, executive director of the foundation.

The money is a much needed gift. Last year, the Ministry of Industry, Trade & Technology withdrew its annual contribution of \$200,000.



Not by bread alone

Hot dog vendor Elzbieta Brych offers sample of her luncheon menu from cart outside Sidney Smith Hall.

Health management study

MANAGEMENT innovations at Sunnybrook Medical Centre and other teaching hospitals will be the focus of research conducted by the University's Department of Health Administration over the next five years.

Last month, the Ministry of Health announced \$10 million in grants over five years for five Ontario research teams, including \$2.5 million for U of T. The grants are the first in a new ministry program that brings researchers into partnership with people delivering health care.

Professor Peggy Leatt, chair of health administration, will head a multidisciplinary team evaluating changes in the decision-making process at Sunnybrook. Three years ago, the hospital shifted budgetary and resource allocation accountability to three department levels: physician manager, nursing manager and administrative director.

The research will indicate whether these changes are having a positive effect, Leatt said.

Nurses and other health professionals will have their workloads, job satisfaction and stress measured through a series of interviews, surveys and questionnaires. Over the course of five years, health personnel at other teaching hospitals will be included in the program.

IBM Canada will provide more than \$200,000 worth of computer hardware, software and other services over a two-

year period to link the University's researchers to Sunnybrook's computer network.

The grants resulted from a competition last December that attracted 19 proposals.

Federal tax

Continued from Page 1

executive director of Association of Universities & Colleges of Canada (AUCC), said the impact of the tax "will not be negligible," but that a measure of its effect in dollar terms has not yet been calculated.

Students will not pay tax on tuition fees, Larose said, but many compulsory non-academic fees — for athletics and recreation programs, for example — may be taxable. "If all supplementary activities are taxed," Larose said, "the cost will be passed on to the poor student, who will pay the tax."

As individual universities study the white paper on taxation, the AUCC and the Canadian Association of University Business Officers (CAUBO), both based in Ottawa, are preparing a submission to the Commons finance committee seeking clarification of the proposed regulations. AUCC and CAUBO will also press for exemptions from the tax where appropriate.

This year, a University funding program comes to an end. Under the agreement, the Innovations Foundation received the interest from a trust account of \$1.5 million of the Connaught Fund for five years — approximately \$195,000 a year.

The resulting financial squeeze has meant that two of the foundation's seven staff members have been laid off.

The Royal Bank's contribution will be made annually over a 10-year period, at \$100,000 a year. "It helps us believe that maybe we can survive a while," says Walsh.

Established in 1980 the Innovations Foundations handles a range of legal and business matters needed to launch an invention commercially, including patenting, and negotiates licensing agreements with industry. It currently holds more than 50 patents, has made more than 100 patent applications and signed about 50 licence agreements. The income from royalties is expected to be about \$200,000 this year.

The Ontario government is a vocal supporter of technology transfer, but the Innovations Foundation and similar centres have not succeeded in getting funding from the \$1 billion technology fund of the Premier's Council.

Walsh hopes the government will find some other way to help the foundation. Meanwhile, contributions like the one from the Royal Bank help keep Walsh and her staff optimistic. "We are not on a collision course with disaster but we still have to find solutions."

Move to ESC almost done

THE MOVE to the Earth Sciences Centre is close to completion, with rocks and books being the last on the list of major transfer operations. Last Thursday the movers began the momentous task of relocating more than 80,000 volumes that will form the central library of the centre. Today they are scheduled to start hauling 11,000 bins of rocks for the Department of Geology.

"We are rapidly winding up," said William Burgess of Greg Parker & Associates, hired to coordinate the undertaking. The move took a long time to plan and was delayed twice before finally going ahead. The job turned out to be the most difficult move in his career as project manager.

The coordination of professors and staff, of specialized equipment and of research projects and their special needs was a task Burgess had not encountered in earlier jobs. He is grateful for the help he received from the Physical Plant Department. "There were lots of problems, but nothing we couldn't handle, and we completed the move on schedule," Burgess said.

After going through the relocation blues and enduring the headaches of postponed moving dates, a faulty fire alarm (now fixed), a delayed occupancy permit (since granted), and other inconveniences, the occupants of the \$55.5 million Earth Sciences Centre are getting used to their new surroundings.

On Aug. 25, the Faculty of Forestry will put on a noontime barbecue and has invited faculty, staff and graduate students from botany and geology.

The communal intake of hot dogs is not the only sign of cooperation among the three disciplines. Professor Geoff Norris, chair of geology, observed early signs of this development. "The move has brought together the departments and made us aware of one another's activities. We have already looked at how we can share services and facilities."

JEWEL RANDOLPH



Books

The following are books by U of T staff. Where there is multiple authorship or editorship, U of T staff are indicated by an asterisk.

July

Immunology 1930-1980: Essays on the History of Immunology, edited by Pauline M.H. Mazumdar (Wall & Thompson; 307 pages; \$39.95). Most of the chapters in this volume were originally presented as part of the Sixth International Congress of Immunology, held at U of T in July 1986. Additional essays have been added from those writers who had been invited to speak but who could not be present to deliver their paper.

The Observer and the Observed: Comments Concerning Six Novels of Naguib Mahfouz, Nobel Prize Winner 1988, by Sylvia DuVernet (DuVernet; 188 pages). An examination of six novels by Islamic writer Naguib Mahfouz.

Catching up

The Canadian Illustrated News, Montreal, 1869-1883: An Index, compiled by Andrea Retfalvi (Department



Illustration of a chimaera from *Immunology 1930-1980*

of Fine Art, University of Toronto; 368 pages; \$25). A comprehensive index, covering both text and illustrations, to the contents of the *Canadian Illustrated News*, a weekly paper published from 1869 to 1883. Topics covered include current events at home and abroad, illustrations and descriptions of buildings and scenery, art, literature and humour.

The Prince Edward Island Land Commission of 1860, edited by Ian

Ross Robertson (Acadiensis Press; 214 pages; \$32.95 cloth, \$15.95 paper). This volume is an abridgement of the evidence given before three royal commissioners investigating leasehold tenure, and the report they prepared. An overview of the Prince Edward Island land question from its origin in 1767 to its legislated abolition in 1875 is provided.

Western Mediterranean Prophecy, by Harold Lee, Marjorie Reeves and Giulio Silano* (Pontifical Institute of Mediaeval Studies; 346 pages; \$38). The introduction to the critical edition of the *Breviloquium* addresses the question of continuity and new departures in Joachimite thought in the 14th century. Particular attention is paid to writers in the tradition who were especially influential in Catalan spiritual circles.

The Greek Index Project Series: Project Description and Development Strategy, by Robert E. Sinkewicz (Greek Index Project Series 1, Pontifical Institute of Mediaeval Studies; 23 pages; \$4). The first publication in this series describes the organization and methodology of the project which has been designed as an information access system for Greek manuscripts containing works written prior to AD 1600. Plans for future development are also described.

The Greek Index Project Series: Manuscript Listings for the Authored Works of the Palaeologan Period, by Robert E. Sinkewicz and

Walter M. Hayes (Greek Index Project Series 2, Pontifical Institute of Mediaeval Studies; 17 pages, 3 fiche; \$6). This publication provides detailed lists (664 pages) of manuscripts from works of known authors of the Palaeologan and early post-Byzantine periods.

China's Universities and the Open Door, by Ruth Hayhoe (OISE Press and M.E. Sharpe Inc.; 249 pages; \$17.50). This book examines current reforms in Chinese higher education from a historical perspective and details the extensive programs of education transfer now under way through bilateral and multi-lateral assistance projects.

Educational Policy for Effective Schools, edited by Mark Holmes, Kenneth Leithwood and Donald F. Musella (OISE Press and Teachers College Press; 191 pages; \$27.50). In this text the problems of school improvement and effectiveness in both developed and developing worlds are compared.

The Canadian School Superintendent, edited by John Boich, Robin Farquhar and Kenneth Leithwood* (OISE Press; 178 pages; \$22.50). This text describes the evolution of the school superintendent. The historical background and the current role of the superintendent in each of the main regions of Canada is described by senior education officials from that region. A summary provides an overall view of these descriptions.



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Mining Building renovations

AT ITS July 31 meeting the Business Board approved up to \$1 million to upgrade the west wing of the Mining Building on College St.

The work will not solve all the space problems, but it will provide space for two centres of excellence and the Departments of Mechanical Engineering and Metallurgy & Materials Science, said Professor Ron Venter, chair of mechanical engineering.

Offices and laboratories have been bursting at the seams for four years, Venter said in an interview. The two centres of excellence established in January 1988 also need more space. A portable building helped relieve the pressure last year, but it was never intended to be permanent.

Last December, the Planning & Priorities Committee approved an \$11 million renovation plan for the whole

Mining Building. Of that amount, \$1 million was to pay for renovations to the west wing, \$10 million for a complete rebuilding of the east wing. The University had hoped to get \$6.7 million from the government's capital grant program for the work, but the application was unsuccessful.

The government is expected to disclose its 1990 funding plan this fall and Venter thinks the money will be allocated then. Until the announcement is made, the \$1 million for the west wing will be financed by the University's general building fund.

If the University gets the funding it hopes for, the remainder of the money will come from the centres of excellence (\$1.6 million) and Breakthrough (\$2.7 million).

Marsden new chair of Senate committee

SENATOR Lorna Marsden, a professor in the Department of Sociology, was recently elected chair of the Social Affairs, Science & Technology Committee in the Senate. She replaces Conservative senator Arthur Tremblay.

Marsden joined the faculty at U of T in 1972, the same year she became active in politics. From 1975 to 1980 she was vice-president of the federal Liberal party and, for the first two of those years, was also president of the National Action Committee on the Status of Women. In 1980, the federal Liberals selected her as their policy head.

She was an associate dean of the School of Graduate Studies from 1979 to 1982 and in July 1983 was appointed as one of three vice-provosts. In 1984 she left her administrative post to take up the position of senator from Toronto-Taddle Creek.

Hare wins meteorological prize

UNIVERSITY Professor Emeritus Kenneth Hare has been awarded the 1989 International Meteorological Organization Prize.

Hare is only the second Canadian to be awarded the prize, which was established in 1955 to recognize the world's leading meteorologists. The presentation was made June 12 in Geneva.

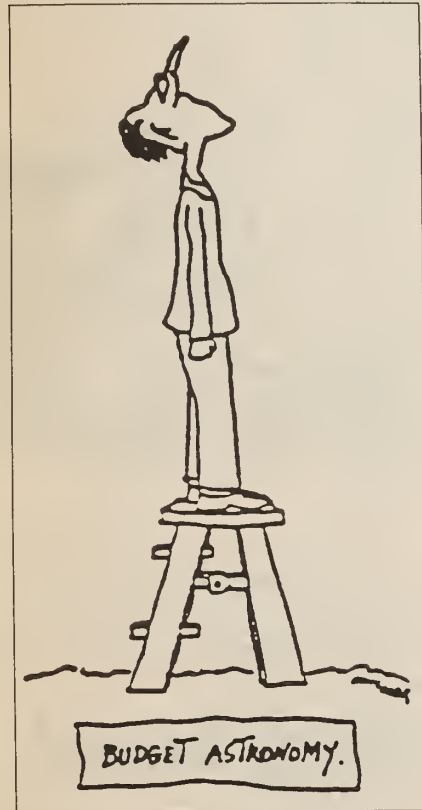
Hare, a former provost of Trinity College and professor in the Department of Geography, is chair of Canada's Climate Program Board and was until recently commissioner of the Ontario Nuclear Safety Review. A fellow of the Royal Society of Canada, he is a companion of the Order of Canada and was recently appointed chancellor of Trent University.

The IMO was the forerunner of the World Meteorological Organization, a specialized agency of the United Nations.

Editor's Notebook

A couple of weeks ago, the coco mats on our porch were replaced. The job was done by **Vic Fry**, a long-time subcontractor to the Physical Plant Department. Eighty-seven years old, he's a cheerful reminder that we are not all doomed to senility when we turn 65 (or 35, for that matter).

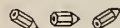
Fry not only works, he also keeps looking for new business. During a break he passed on his business card to writer **Karina Dahlin** because, as he says, "the best way to spread the word is to telephone, telegraph or tell-a-woman."



A drawing by P.S. Mueller from the most recent issue of *The David Dunlap Doings*, the newsletter of the U of T's observatory.

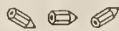


When I phoned the Dunlap observatory I stated my name, Peter O'Brien. Mishearing me, the person on the other line asked for a clarification: "**Peter Orion?**" Is it any wonder that astronomers, often with their heads in the clouds, have selective hearing?



Let's Not Contact Him for a Donation to Breakthrough Dept. An excerpt from

a letter to the *Globe* on Aug. 2, by David Alexander Mitchell: "Universities have become irrelevant to Canadian society; they drain more from it than they contribute and may even be seen as militantly negative forces whose only purpose is to maintain class and religious bigotries in an otherwise homogeneous population.... Why should we perpetuate these remnants of the medieval monasteries now that they have become hollow mockeries of what they purport to be? There are surely cheaper ways of keeping the unemployed off the street."



Harper's recently reprinted a memorandum circulated to members of a **search committee** at the University of Southern California. The committee was created to recommend a new dean of the College of Letters, Arts & Sciences.

TO: Fellow Members, Dean's Search Committee
FROM: Ad Hoc Committee on Referee Rhetoric, Leo Braudy, Chair

Due to some confusion in interpreting the comments included in candidates' letters of reference, we have put together a glossary of terminological translation that we hope will help your deliberations.

bridge builder: likes to compromise
charismatic: no interest in any opinion but his own; gives frequent print and television interviews
committed to the university: appears at every cocktail party
consults with faculty: indecisive
doesn't suffer fools gladly: rude and abrasive
intensely interested in graduate education: hates teaching
intensely interested in undergraduate education: has ceased to do her own scholarly work
internationally known: likes to go to or run conferences
listens well: has no ideas of his own
mover and shaker: doesn't care what anybody else thinks; favours steamroller tactics
remarkably intelligent: listens without yawning when I describe my latest article
straightforward: blunt and insensitive
very solid in his field: no administrative experience
visionary: can't handle paperwork

Olynyk is new basketball coach

THE MEN'S Varsity Blues basketball team will be practising its lay-ups and dunk shots under the watchful eye of a new coach this fall.

Ken Olynyk was appointed head coach of the team in mid-July, replacing former coach and athletics director Gib Chapman. Chapman resigned to become the director of athletics at the University of New Hampshire.

Olynyk, 37, is head coach of Canada's Junior Men's National Team which is preparing for the 1991 World Junior Championships to be held in Edmonton.

Prior to joining the University, he was head basketball coach and assistant athletics director at the University of Lethbridge for 10 years. He had guided the Pronghorns to national prominence, including two league championships and three appearances in the Canadian Interuniversity Athletic Union national tournament.

A native of Revelstoke, British Columbia, Olynyk played at Simon Fraser University from 1970 to 1974 and at Laurentian University in Sudbury from 1974



Ken Olynyk

to 1975. He holds a bachelor's degree and a teaching certificate from SFU.

Alumni purchases credit the University

THE U OF T Alumni Association expects to receive more than \$100,000 this year from credit cards issued to alumni. The "affinity" card was introduced last October. This month the number of card holders is up to 8,000.

Anyone can apply for the card, but the association can only promote it among its members, says David Hallett, UTAA vice-president (student relations). There are plans, however, to make the card available to other groups at the University.

At the July 31 meeting of Business Board, Gordon Cressy, vice-president (development and university relations), said that negotiations have started with the Toronto Dominion Bank to extend the card to faculty and staff. "I think it will be a source of significant income," Cressy said.

Hallett says the negotiations will involve UTAA, which is currently the owner of the affinity card agreement with the TD Bank. He does not foresee any problems in expanding the user group but says a system has to be worked out so revenues from alumni are channelled to the UTAA, while income from faculty and staff go to the University.

The association receives a lump sum for each card issued and a percentage of the net retail sales. Hallett estimates the average cardholder will make purchases that will generate \$10 for the association this year.

The affinity card arrangement benefits all those involved. It raises money for the alumni association and offers users a slightly lower interest rate than that

paid on standard credit cards. The difference is carried by the bank, which profits when people switch from a credit card issued by another bank.

"Credit cards are a bank's most profitable service," said Hallett. "Banks are after universities (for affinity card arrangements) because university graduates spend more than the average person."



Marriott takes over food services

CAFETERIAS ON the St. George campus will have a new catering service this year. Marriott Corporation will take over food operations from Versa Services on Sept. 1.

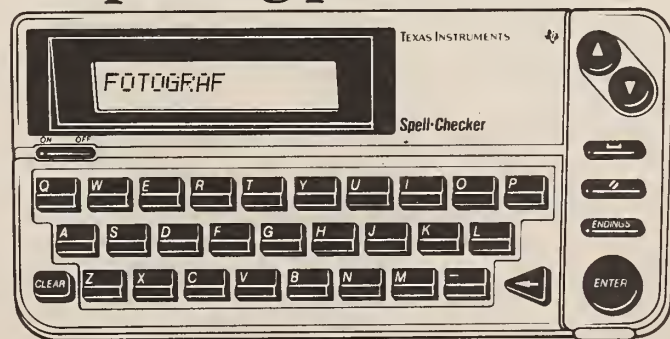
The change was recommended by the Food Service Advisory Committee, a group established in 1988 to review and evaluate the services on the downtown campus. At the end of the review, the committee decided to put the food contract to tender, with Marriott eventually winning the proposal.

Marriott has a 60-year history under family leadership. It has almost 40 Canadian college and university clients.

Food service operations in the following buildings will be affected by the change: New College, Robarts Library, Sandford Fleming Building, Medical Sciences Building, Warren Stevens and Clara Benson Buildings, Edward Johnson Building and the Earth Sciences Centre.

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Student has more than usual troubles picking her doctoral thesis topic

by Karina Dahlin

PICKING A thesis topic can often be difficult, but when the research has to be done in a country torn apart by civil war, the task becomes more than merely an academic exercise.

This month Beatrice Baya, a PhD student in the Department of Political Science, is in her native Sudan. She is consulting with her former professors at the University of Khartoum.

She's trying to determine what she can research without running into official walls of silence and what she can write about without offending the Sudanese government. The problem is that Baya wants to examine the effects of that government's domination over the southern part of the country, including her home region of Western Equatoria.

Baya is the winner of the first Dawson-Brady Award, given to an excellent graduate student of political science. The \$3,000 award was founded by former U of T students, many of whom are now faculty members here and at other universities. It is named for Robert MacGregor Dawson (1895-1958) and Alexander Brady (1895-1985), two "distinctive and remarkable" members of the political science department, says Professor Peter Russell.

The award is a welcome assistance to Baya, 29, who was trying to find a way to raise \$2,500 to go to Sudan. Once she has found a topic for her thesis and it has been accepted she is eligible for research grants. At this stage no funding is available.

There is a great disparity between the north and the south of Sudan, says Baya. She wants to examine the underlying

Sudan's internal struggles will determine her decision

reasons for this and hopes to address one aspect of the inequity in her doctoral thesis. She would like to analyze the factors working against a peaceful solution of the war in Sudan, or to investigate the country's budget allocations or educational systems, both of which favour the north, she says. However, if those subjects are too hot to handle, she will probably study the impact of modernization on the traditional role of women.

Baya probably won't see her family on this trip because they live in areas controlled by rebel forces. The capital of Khartoum is located in the northern region and as far as Baya knows there is no transportation links between north and south. She has not seen her mother since 1985 and cannot correspond with her. "My first year at U of T (1986) I was sick with stress," she says.

Relief effort

A recent documentary on CBC television about children in southern Sudan being taken as slaves galvanized Baya and a group of friends to start the African Sudanese Relief Committee. The documentary was later refuted by the Sudanese government, but Baya believes it was accurate.

There are signs, however, that the war in Sudan is coming to an end. This summer, a cease fire and a coup d'état were followed by a suggestion from the military leader that a federation be established between the north and the south. Baya



Beatrice Baya

is hopeful that the war will end but sceptical that General Omar Hassan Bashir actually means what he said.

When she returns to Toronto next month, she will know a lot more about the conflict and its consequences for her

studies and her future. Given the choice, she would like to teach at the University of Juba in the south. If the war continues (keeping the southern university closed) she hopes to become a faculty member at the University of Khartoum.

CITA gets funding boost

by Karina Dahlin

THE CANADIAN Institute for Theoretical Astrophysics (CITA) has received a 56 percent increase in funding from the Natural Sciences & Engineering Research Council.

NSERC announced recently that CITA will receive \$1.4 million for 1989-92. The major portion of the increase will support the National Fellows Program which was started as a pilot project in 1987 without specific funding. The program solicits nominations from universities across Canada for research fellows who are jointly sponsored by CITA and the host university.

Professor Scott Tremaine, director of the institute, says the increase is "extremely encouraging" for CITA, which received its first three-year grant from NSERC in 1986. "The first grant was viewed as an experiment. The increase is a strong indication that we are succeeding."

An international review committee backs up that impression. After a visit to CITA in January the committee said in a report to NSERC that the institute "has emerged as a world-class research centre in theoretical astrophysics comparable to the best, such as Berkeley, Cal Tech, Cambridge and Princeton."

CITA is a national centre of excellence in theoretical astronomy, hosted by the U of T at the McLennan Physical Laboratories. The review committee said that the University "must be given considerable credit for the direct support which has contributed so greatly to CITA's success." In addition to space and funding for normal administrative costs, U of T provides four senior faculty positions, or twice as many as originally committed.

The four are Tremaine, whose five-year term as director ends in 1990; Professors Peter Martin, one of the founders of CITA in 1984; Richard Bond, who joined in 1985; and Nicholas Kaiser, who came from Cambridge University in 1988.

Bond and Kaiser are also supported by fellowships from the Canadian Insti-

tute for Advanced Research. In addition, Bond received an E.W.R. Steacie Fellowship from NSERC this year and Kaiser won the Helen B. Warner Prize given annually by the American Astronomical Society to the most outstanding astronomer under the age of 35 working in North America. Tremaine is a previous recipient of both honours. This year he was awarded the prestigious Steacie prize.

In addition to the tenured faculty members, CITA has 16 research fellows supported by NSERC and other grants and approximately 40 visitors a year. The research fellowships are eagerly sought — last year 145 applications were made. The review committee said CITA fellowships are often chosen in preference to other offers from institutions of comparable excellence "in spite of their low stipend."

Despite the institute's impressive list of researchers, CITA is unable to plan more than two or three years ahead. Tremaine said a submission was made for Breakthrough funding but without success. The review committee recommended to NSERC that CITA launch a fundraising drive to get the necessary long-term support base. Tremaine hopes this will be possible and plans to discuss such an initiative with the office of the Breakthrough campaign.

Robarts carrels

FROM Aug. 28 to Sept. 13 the Robarts will accept applications for carrels and book lockers from faculty members and graduate students (Divisions I and II) for the fall/winter session. Application forms and information sheets are available at the circulation desk on the fourth floor.

As in the past, assignments will be made on the basis of priorities that have been decided by the School of Graduate Studies and the library. Assignments will begin on Oct. 10.

For further information, call the carrel office, 978-2305.

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August 22, 1989

Building	Room #	Location
Lash Miller Chemical Labs	LM 159	80 St. George St.
Sidney Smith Hall	SS2102	100 St. George St.
University College	UC 140	15 King's College Circle
McLennan Physical Labs	MP102	60 St. George St.
McLennan Physical Labs	MP203	60 St. George St.
Medical Sciences Building	MS2158	1 King's College Circle
Robarts Library	4049	130 St. George St.
McMurrich	MMc107	12 Queen's Pk Cres W.
Galbraith	Rm202	35 St. George St.
Hart House	Debates Room	7 Hart House Circle
Press	Cafeteria	Downsview
Erindale College	Room 2080	South Building
Scarborough College	Room S-309	S-Wing Corridor - 3rd Floor

September 7, 1989

Building	Room #	Location
Lash Miller Chemical Labs	LM 159	80 St. George St.
Sidney Smith Hall	SS2102	100 St. George St.
University College	UC 140	15 King's College Circle
McLennan Physical Labs	MP102	60 St. George St.
New College	Wilson Hall	40 Willcocks St.
Robarts Library	TBA	130 St. George St.
Hart House	Debates Room	7 Hart House Circle
Press	Cafeteria	Downsview
Erindale College	Room 2080	South Building
Scarborough College	Room S-309	S-Wing Corridor - 3rd Floor

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In Memoriam

George Ignatieff

by Jane Stirling

FORMER UNIVERSITY chancellor George Ignatieff, Aug. 10, of a heart attack in Sherbrooke, Que., at the age of 75.

Ignatieff was a companion of the Order of Canada and received honorary degrees from eight Canadian universities. He served under seven prime ministers. He was an eloquent spokesperson for peace and was Canada's permanent representative to the United Nations, the North Atlantic Treaty Organization (NATO) and the Geneva Disarmament Committee in the 1960s.

Ignatieff served as Trinity College's provost from 1972 to 1979 and chancellor of the University from 1980 to 1986.

He was born into an aristocratic family in St. Petersburg, Russia. Following the Russian Revolution, his family fled to England in 1920 where the five Ignatieff sons began their education. Eight years later, the family emigrated to Canada where they lived in Montreal until the father, who became an international Red Cross official, could join them.

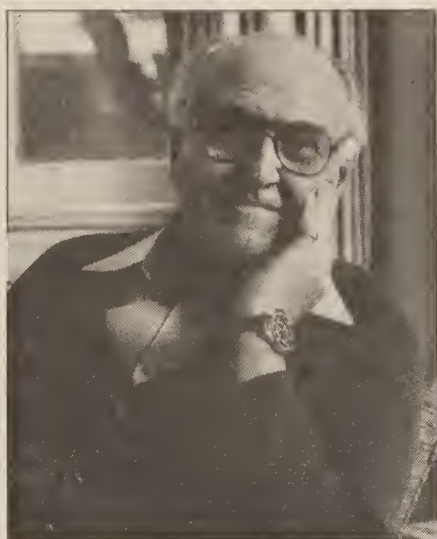
In 1930, Ignatieff moved to Toronto where he attended Jarvis Collegiate. He entered U of T in 1932, graduating with a bachelor of arts degree in political science and economics. It was during his university years that he met his wife, Alison Grant, a niece of Vincent Massey.

In 1935, while still a Russian citizen, he became the first non-Canadian to win a Canadian Rhodes Scholarship. The rules were slightly altered to accommodate him and he went on to Oxford, receiving his MA in 1938.

During this period, he met former prime minister Lester Pearson, then first secretary at Canada House in London. At Pearson's suggestion, he wrote the external affairs examination in 1939 and topped the list of all candidates who took the exam outside Canada.

When war was declared, he joined British army intelligence but was soon drafted by Canadian external affairs as a temporary third secretary and later secretary to Canada's wartime high commissioner.

Back in Ottawa, he became involved



RUTH KAPLAN

in the planning of the United Nations. He held various diplomatic posts from 1949 to 1963, and then became Canada's permanent representative to NATO and, later, ambassador to the UN.

In 1984, Ignatieff received the Pearson peace prize. During the 1980s, he became involved in Science for Peace, an organization dedicated to the peaceful co-existence of science and social responsibility. In 1985, University of Toronto Press published his memoirs, *The Making of a Peacemaker*.

President George Connell said one of Ignatieff's crowning achievements at the University was his skilful diplomacy in designing the Memorandum of Understanding between the University and the federated colleges.

As chancellor, he was deeply interested in University life "and committed himself beyond the formal aspects of his office," Connell said. "He was remarkably gracious and wasn't at all pretentious. He had dignity, but a warm style."

University Professor John Polanyi, who worked with Ignatieff in the Science for Peace organization, admired his friend's steadfast belief in a better future.

"It was remarkable to me that someone so experienced in the realities of political life could be an idealist," Polanyi said. "He was willing to go on dreaming of a better world and he did so in front of small audiences in church basements. He felt that after the politicians were forgotten, the dreamers would be remembered."

Ignatieff leaves his wife and two sons, Michael and Andrew.

PETER JOSEPH MOLONEY, senior scientist with Connaught Laboratories Ltd. and former professor of chemistry in relation to hygiene, Aug. 12.

Born in Penetanguishene, Ont., in 1891, Moloney received his bachelor's degree from U of T in 1912 and his doctoral degree in 1924. He joined the Connaught laboratories in 1916 where he carried out research and also served, at various times, in administration, quality control and production. From his retirement in 1961 until 1980, Con-

naught retained Moloney as a consultant.

"He was a brilliant scientist," said Dr. Hilda Macmorine, a long-time associate of Moloney.

Connaught said in a statement that Moloney was a "pioneering scientist [who] will be well remembered for his achievements, many of which contributed to the development of the laboratories."

In 1946, he received the Order of the British Empire for his work on a polyvalent gas gangrene anti-serum during the Second World War. At the 1964 congress of the International Diabetes Foundation he was awarded the Banting medal. His work on diphtheria toxins, penicillin and insulin was also recognized by the Charles Mickle fellowship, the Gairdner award, the Best medal and the Hoechst prize.

In 1971, he received an honorary doctor of laws degree from U of T. The citation said that Moloney "has achieved great distinction in the areas of both applied and basic science," and noted that "many years after his retirement [he] continues to work in his laboratory challenging youth with imaginative ideas." At the age of 90, Moloney obtained his seventh patent.

Search committees

Chair, psychiatry and director, Clarke Institute

A SEARCH COMMITTEE has been established to recommend a professor and chair of the Department of Psychiatry and director and psychiatrist-in-chief for the Clarke Institute. Members are: Dean John H. Dirks, Faculty of Medicine (*chair*); Professor John H. Provan, associate dean, post-graduate medical education, Faculty of Medicine (*vice-chair*); Professors Mary Seeman, Stanley J.J. Freeman and Russell Joffe, Department of Psychiatry; William G. Tatton, Department of Physiology; Fergus I.M. Craik, Department of Psychology; Harvey Skinner, Department of Behavioural Science; Laszlo Endrenyi, associate dean, Division IV, School of Graduate Studies; and Susan Bradley, Department of Child Psychiatry; and David Shedden, administrator, Clarke Institute of Psychiatry; and Ross Walker, chair, Board of Trustees, Clarke Institute of Psychiatry.

The committee would welcome any comments or suggestions regarding this appointment. These may be communicated, preferably in writing, to the chair or to any member of the committee.

Call for nominations

IN ACCORDANCE with section 19 of the Haist Rules, Provost Joan Foley has issued a call for nominations of individuals to serve on search committees that will advise the president on the appointment of the following:

- Dean of the Faculty of Music. The term of Dean Carl Morey expires on June 30, 1990. Nominations should be sent to Provost Joan Foley by *September 15*.
- Dean of the Faculty of Law. The term of Dean Robert S. Prichard expires on June 30, 1990. Nominations should be sent

to Provost Joan Foley by *September 22*.
• Dean of the Faculty of Library & Information Science. The term of Dean Ann H. Schabas expires on June 30, 1990. Nominations should be sent to Provost Joan Foley by *September 29*.

The composition of these committees is specified in the Haist Rules as follows: "this committee to be composed of up to five members of the teaching staff of that Faculty and up to three students of that Faculty, the Dean of the School of Graduate Studies or his representative, and up to three other qualified scholars from within or outside this University, but outside the Faculty. The Chairman of this Committee shall be the President of the University or his nominee."

Provost Joan Foley has been designated by the president as chair of the committees.

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Connell heads east again

PRESIDENT George Connell will visit the Far East again this year. He will be strengthening the contacts with business leaders and alumni he made last year, and will meet with parents of visa students at U of T.

Connell is scheduled to leave for Singapore, Hong Kong and Tokyo in late September. He will be accompanied by Gordon Cressy, vice-president (development and university relations), and Rivi Frankle, executive director of the Department of Alumni Affairs.

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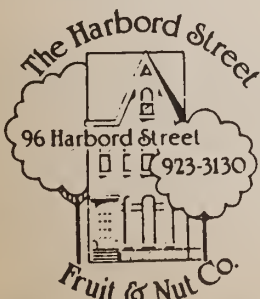
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Explaining Pay Equity

Dear Colleague:

On January 1, 1988, the provincial government proclaimed the Pay Equity Act. The purpose of the Act is to redress the wage gap between men's and women's work that is due to systemic gender discrimination in compensation practices.

Historically, men and women have tended to different kinds of work. However, work that has traditionally been performed by women has generally been undervalued. The Pay Equity Commission informs us that for every dollar a man earns, a woman earns 74 cents. This is a 36 percent wage gap.

The wage gap is a result of a number of different factors: education, experience, hours worked, etc. However, the commission estimates that 1/4 to 1/3 of this wage gap is due to the historic undervaluing of work done by women.

The University of Toronto is committed to the concept of Pay Equity. Moreover, it must comply with the Act by January 1, 1990. To do this, the Presidential Advisory Committee, on behalf of the non-unionized employees, has spent many hours with consultants from TPF&C and the Human Resources staff developing a gender-neutral evaluation system to rate jobs and a questionnaire to collect up-to-date information about University jobs. The University will be negotiating separately Pay Equity Plans with each of its unions.

What is the Presidential Advisory Committee on Pay Equity (PACPE), and what has been its role?

Under the legislation, an employer is free to develop its own plan for its non-unionized staff. However, arising out of discussions with UTSA, the University decided to consult with its non-unionized employees about Pay Equity and has been doing this through an Advisory Committee established by the President (PACPE). PACPE was structured with three representatives each from the Staff and Faculty Associations, as well as three Presidential appointees.

PACPE has been meeting since June, 1988. All the members of the committee worked long and hard in selecting our consultants and developing a gender-neutral job evaluation system and job analysis questionnaire.

What is the University's reaction to UTSA's withdrawal from PACPE?

We are disappointed with UTSA's withdrawal from the Presidential Advisory Committee. In our opinion, the UTSA representatives contributed a great deal to the Pay Equity Project. We are baffled by UTSA's view about their contribution, as well as their change of heart about decisions they endorsed earlier. We value their input and involvement, and are frankly surprised to learn that they may believe otherwise.

We have no option but to proceed, despite our disappointment with UTSA's withdrawal. We have a responsibility to all of our employees, and to the government, to see that Pay Equity is achieved by the deadline imposed by law. We have delayed our Pay Equity Project in our attempts to satisfy the UTSA representatives, and we must now proceed with haste to comply with the law.

What is Pay Equity?

Pay Equity compares female-dominated jobs classes (60 percent women) to male-dominated job classes (70 percent men) using a common yardstick. A job class is a group of jobs with similar duties and responsibilities, recruited in similar ways, and having the same compensation schedule. A job class may be comprised of a single job with multiple incumbents or only one incumbent. If male- and female-dominated job classes, evaluated on the four factors of skill, effort, responsibility and working conditions are worth the same value, they must be paid the same.

What is the difference between Pay Equity and Employment Equity?

Pay Equity as defined by Ontario law is narrow in scope. It refers to affirmative action about the pay of those employees who work in a job class made up mostly of women. Employment Equity, on the other hand, is wide in scope and involves any issue that prevents women, persons with disabilities, aboriginal people, and visible minorities from participating in the workforce on an equal basis. These issues range from child care to affirmative action, and include Pay Equity.

Who will be affected by Pay Equity?

Both male and female employees in female-dominated job classes will have their pay adjusted if it is found that their job class is currently being paid less than a comparable male-dominated job class. There will be no pay adjustments for employees in either male-dominated or neutral job classes.

You should be assured that the Pay Equity Act does not permit pay scales for job classes to be lowered! It is not the intent of the University to achieve Pay Equity by red circling any salaries.

Will the Pay Equity project result in pay inequities for men?

Men will **not** have their salaries lowered as a result of the Pay Equity legislation. In fact, some men who are part of female-dominated job classes may receive more pay.

What does the University have to do to ensure Pay Equity?

1. Develop a gender-neutral job evaluation tool.
2. Design and test the job analysis questionnaire.
3. Distribute and get back the questionnaires.
4. Evaluate female- and male-dominated job classes.
5. Compare compensation of job classes of similar value.
6. Determine adjustments required to achieve Pay Equity.
7. Prepare and post Pay Equity plans.
8. Make the required pay adjustments.

We have done 1 and 2, are in the process of doing 3, 4 and 5, and have 6, 7, and 8 to do.

How many Pay Equity plans does the University need?

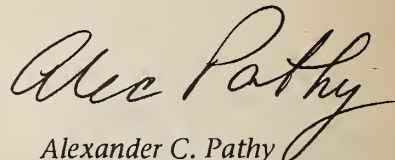
The Act requires the University to have a separate Pay Equity plan for each of its unions and one plan for all its non-unionized staff, which includes administrative staff, librarians and faculty.

All non-unionized staff except the professoriate have already received the questionnaires. August 22nd and September 7th have been designated Pay Equity Days at the University. We encourage you to complete the questionnaire as soon as possible during working hours. If you have any difficulty completing it, Human Resources staff will be available August 22nd and September 7th at various locations around the University to assist you.

The University **must** comply with the Pay Equity Act. We would like the evaluations of jobs to be based on the best available information. Please take the time to fill out the questionnaires and return them as soon as possible to the Human Resources Department.

The consultants from TPF&C talked to some of you earlier in the year in group meetings. Below are answers to questions you raised plus some additional information we hope will help you understand Pay Equity and the process by which the University will achieve it.

Pay inequity has been largely a problem affecting women. However, all of us can be part of the solution.



Alexander C. Pathy
Vice-President - Human Resources

Will non-unionized jobs be compared to unionized jobs?

If there are no male comparisons available within the non-unionized job classes, the Act requires that comparisons be made with unionized jobs within the same organization.

Are comparison made with other employers outside the University?

No, Pay Equity legislation requires only that comparisons be made within the University of Toronto.

Where will the University get the funds to pay for Pay Equity adjustments?

The legislation requires the University to set aside one percent of its payroll for annual Pay Equity adjustments starting in 1990. It must complete its pay adjustments by year end 1994. The universities are currently lobbying the provincial government and the federal granting agencies for additional funds.

How was the job evaluation system developed?

In the early stages PACPE held a workshop with invited speakers from other jurisdictions and the Pay Equity Commission to get a better understanding of gender bias and of the different kinds of evaluation systems used to rate and compare jobs.

It then solicited proposals from seven consultants and CUPE. Members of PACPE unanimously agreed on hiring TPF&C as the University's consultants and on using their evaluation system and method. This decision was based primarily on TPF&C's experience with Pay Equity and its willingness to adapt its approach to the University's values.

Since January, PACPE and TPF&C have been working with the Human Resources staff to develop an evaluation system which reflects the culture and values of the University and is gender neutral (favouring neither men nor women). Based on months of work and valuable suggestions by the members of PACPE, the evaluation system has been finalized for use by the Job Evaluation Committee.

Is the job evaluation system that has been developed free of gender bias?

Yes, the system has been designed for the purpose of making job comparisons that are free of gender bias.

What does the evaluation system look like?

It is a generic set of guidelines that outlines how jobs are to be compared, designed to meet criteria established by the Pay Equity Commission. Essentially, it says jobs will be compared using measures of skill, effort, responsibility and working conditions. In consultation with PACPE, these four factors have been weighted to reflect the values of the University.

Why do we have to fill out a questionnaire?

You have been asked to fill out a questionnaire about what you are required to do in your job. We think you are the single best source of this type of information. Without information about your job we would need to rely solely on other sources.

Who is on the Job Evaluation (JE) Committee and how were the members selected?

The members of the Job Evaluation Committee are currently being chosen to represent a good cross-section of the employees who are covered by the non-unionized Pay Equity plan and because of their broad knowledge of the different kinds of jobs that are performed in the University. TPF&C will be training the members of the JE Committee on job evaluation.

Mary Ann Ross, the Project Manager, or her staff will act as convenor and resource person to the JE Committee. The convenor will not have decision-making power but will be there to assist the committee.

Will the Pay Equity project be used to influence Labour Board proceeding on certification of the administrative staff?

The Pay Equity process is separate and distinct from the certification process.

Will we know the results of the JE Committee's deliberations?

The University will post its Pay Equity plans around the University for all employees to see.

If I disagree with the decisions of the JE Committee, can I appeal to the University to change the decision?

Yes. The Pay Equity legislation allows non-unionized employees to complain directly to the Pay Equity Commission. However, the University will establish an internal appeal process to which you can first lodge a complaint. We will inform you of the process in a later communication.



Events

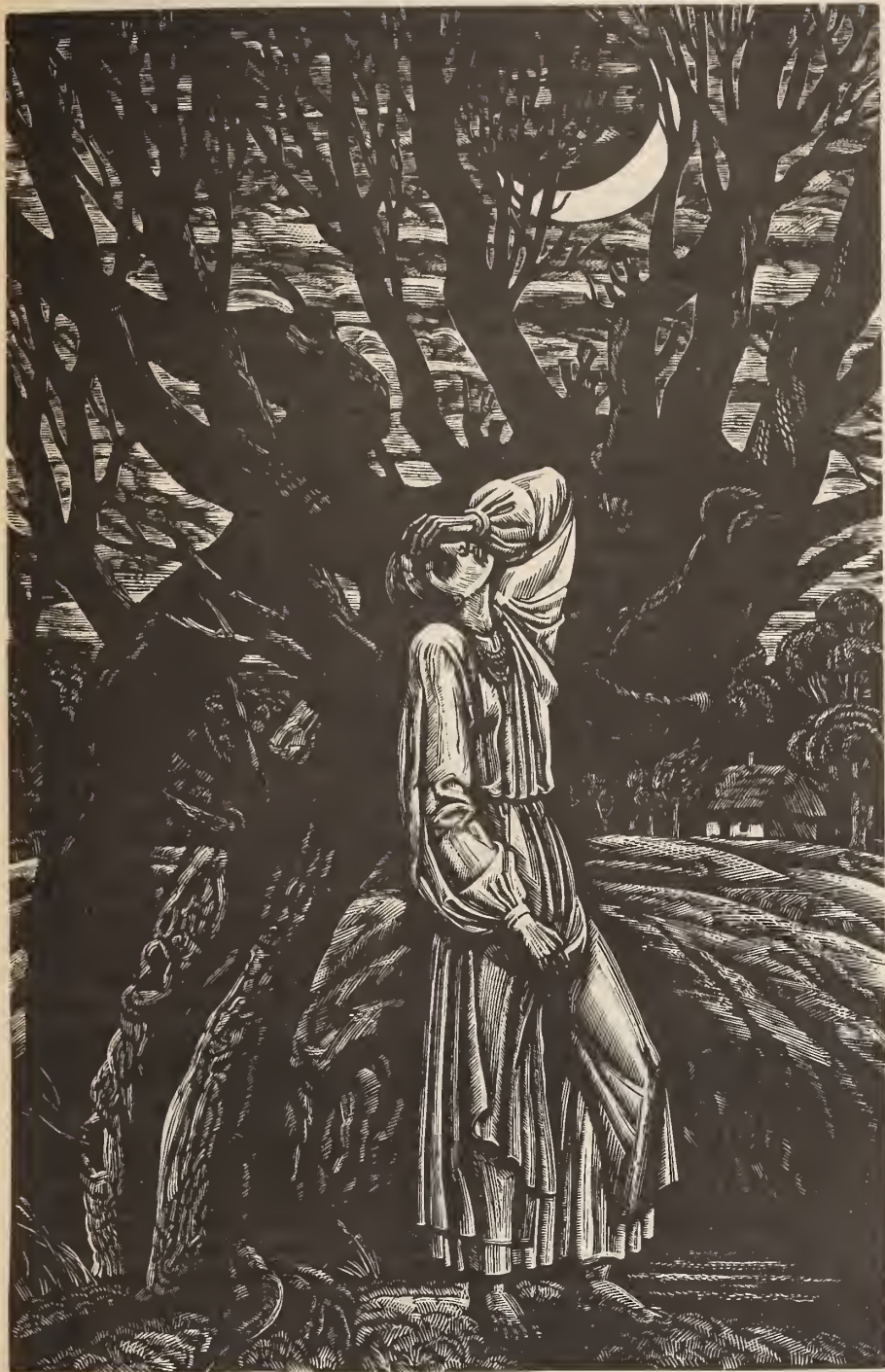


Illustration by V. Lopata of T. Shevchenko's poem "Dumka," from exhibition at Robarts Library. See Exhibitions.

PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Tuesday, August 29
Steven Niels Pind, Department of Biochemistry, "Identification, Isolation, and Characterization of a Phospholipase B from Rat Intestinal Brush-Border Membranes." Prof. A. Kuksis.

Wednesday, August 30
John Stuart Bailey, Department of Biochemistry, "Characterization of Two Distinct Cellular Retinoic Acid-Binding Proteins from Rodent Tissue." Prof. C.H. Siu.

Thursday, August 31
Avijit Chakrabarty, Department of Clinical Biochemistry, "Structure-Function Relationship in a Winter Flounder Antifreeze Polypeptide." Prof. C.L. Hew.

Sara Petersen-Bjorn, Department of Medical Biophysics, "Characterization of PRP4: A Gene Involved in mRNA Splicing in *Saccharomyces cerevisiae*." Prof. J.D. Friesen.

Wednesday, September 6
Timothy McKenzie Rogers, Department of Physics, "Domain Growth and Dynamical Scaling during the Late Stages of Phase Separation." Prof. R.C. Desai.

Michael Ulrich Stoehr, Faculty of Forestry, "Induction and Evaluation of Haploid and Dihaploid Lines in *Populus Maximowiczii*." Prof. L. Zsuffa.

Mark Tushingham, Department of Physics, "A Global Model of Late Pleistocene Deglaciation: Implications for Earth Structure and Sea Level Change." Prof. W.R. Peltier.

Thursday, September 7
Mun Kam Chan, Department of Pathology, "Studies of the Effect of the Acute Inflammatory Reaction on Gram Negative Infection." Prof. H.Z. Movat.

George Douglas Perry, Department of Education, "Reproducing Proletarians: Education and Employment in Victorian and Edwardian England." Prof. D. Levine.

Friday, September 8
Kathy Lenore Brock, Department of Political Science, "The Theory and Practice of Aboriginal Self-Government: Canada in a Comparative Context." Prof. N. Wiseman.

David Ralph Spencer, Department of Education, "The Alternative Vision: A History of Educational Ideas in Canada's Working Class Press, 1870-1910." Prof. D. Levine.

Monday, September 11
Marion Lynn Perpich-Dumont, Department of

Chemistry, "The Development and Testing of New Two-Dimensional NMR ¹³-¹H Shift-Correlation Pulse Sequences." Prof. W.F. Reynolds.

Lewei Zhang, Faculty of Dentistry, "Gamma-Glutamyl Transpeptidase and Related Enzyme Activity in Hamster Buccal Pouch Carcinogenesis." Prof. J.H.P. Main.

Wednesday, September 13
Elizabeth Ann Church, Department of Education, "Towards a Theory of Technique: Aspects of the Therapeutic Relationship in Adolescent Psychotherapy." Prof. O. Weininger.

Thursday, September 14
Audrey Denise Goddard, Department of Medical Biophysics, "Phenotypic and Genotypic Effects of Mutations in the Human RB1 Locus." Prof. R.A. Phillips.

Hyun Suk Lee, Department of Statistics, "A Conditional Approximation to the Observed Levels of Significance for a Real Parameter." Prof. D.A.S. Fraser.

Patricia Elaine Perkins, Department of Economics, "The U.S. Strategic Stockpile and Price Determination in World Metals Markets, 1947-1971." Prof. G.K. Helleiner.

Lectures

Investigation and Management of Osteoporosis.

Thursday, September 7
Prof. B.E. Christopher Nordin, Institute of Medical & Veterinary Science, Adelaide. Academy of Medicine, 288 Bloor St. W. 6 p.m. (Bone & Mineral Group)

Modern Judaism or Judaism in Modern Times: Reflections on the Study of Modern Jewish History.

Monday, September 11
Prof. Isadore Twersky, Harvard University; Joseph and Gertie Schwartz memorial lecture. Wetmore Dining Hall, New College. 8 p.m. (Jewish Studies)

Seminars

Fluoride Treatment for Osteoporosis: Case Presentations.

Thursday, September 7
Prof. B.E. Christopher Nordin, Institute of Medical & Veterinary Science, Adelaide. CIV Lounge, Toronto General Hospital. 12 noon. (Bone & Mineral Group)

The Metabolic Basis of Postmenopausal Osteoporosis.

Friday, September 8
Prof. B.E. Christopher Nordin, Institute of Medical & Veterinary Science, Adelaide. Private Dining Room, 2nd floor, Mt. Sinai Hospital. 8 a.m. (Bone & Mineral Group)

Meetings and Conferences

Meaning and Reality.

Wednesday, August 23 to Saturday, August 26
Fifth biennial meeting of the International Society for the Study of Human Ideas on Ultimate Reality and Meaning. Interdisciplinary Research on human effort to find meaning in our world. Medical Sciences Building.

Wednesday, August 23
Registration, 4 to 8 p.m. Opening and keynote session. Room 2172. 7:30 p.m.

Thursday, August 24
Research sessions. 8:45 a.m. to 12:35 p.m.

Symposium on the Advance of Scientism. 2 to 3:45 p.m. Symposium on the Invention of Nature I. 4 to 6 p.m. Symposium on Meaning and Reality in Kant. 7:30 to 10 p.m. Afternoon and evening sessions in room 2172.

Friday, August 25
Research sessions. 8:45 a.m. to 12:35 p.m. Meeting of the Board of Directors. 2 to 3:45 p.m. Symposium on the Invention of Nature II. 4 to 6 p.m. Direction of URAM Research: Synthesis of the First 10 Years, presentation of URAM cumulative index for first 10 volumes 1978-1987. 7:30 to 10 p.m. Afternoon and evening sessions in room 2172.

Saturday, August 26
Closing banquet, inauguration of new president. 9 a.m. Admission fee: \$45, students and seniors \$20.

Information: Tibor Horvath, 922-2476 or leave message at 922-5474.

Miscellany

Campus Walking Tours.

To August 31
Hour-long tours of the downtown campus conducted by student guides. Map Room, Hart House. 10:30 a.m., 12:30 and 2:30 p.m., Monday to Friday. Information: 978-5000.

Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 4S Willcocks St., by the following times:

Issue of September 11, for events taking place Sept. 11 to 25:
Monday, August 28

Issue of September 25, for events taking place Sept. 25 to Oct. 10:
Monday, September 11

Exhibitions

THOMAS FISHER RARE BOOK LIBRARY

1789: Année de la Liberté.

To August 31
An exhibition of books, pamphlets, plays and other materials relating to the first year of the French Revolution. 1st and 2nd floors. Hours: Monday to Friday, 9 a.m. to 5 p.m.

ROBARTS LIBRARY

Shevchenko: Ukraine's World Poet and Artist.

To September 2
A display of books, manuscripts, graphics, artwork and photographs. Main display area. Hours: Monday to Thursday, 8:30 a.m. to 11 p.m.; Friday, 8:30 a.m. to 6 p.m.; Saturday, 9 a.m. to 5 p.m.; Sunday, 1 to 9 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Work of Students 1988-89

To September 14
Student work. The Galleries, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

THE JUSTINA M. BARNICKE GALLERY, HART HOUSE

The Figures in the Landscape: A Selection of Works from the Hart House Permanent Collection.

September 5 to October 5
A presentation of works by Canadian artists from the Hart House permanent collection. Both galleries. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday to Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 to 4 p.m.

Positions Elsewhere

Notice of the following vacancies outside the University has been received by the Office of the President.

McMaster University
President and Vice-Chancellor
Candidates must be Canadian citizens. Contact: J.P. Evans, Secretary, Committee to Recommend a President, McMaster University, Gilmour Hall, Room 207, 1280 Main St. W., Hamilton, Ont. L8S 4K1

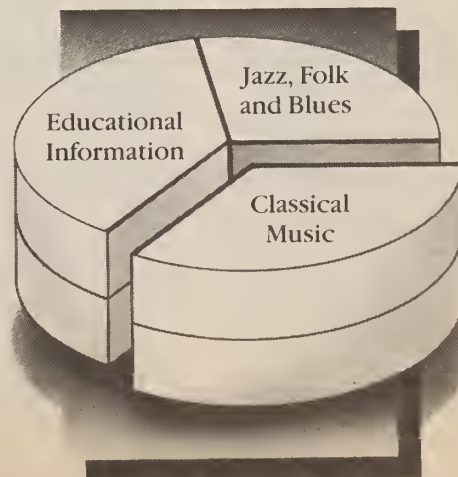
University of Regina
President
Candidates contact: Harvey Mazinke, Chairman, Presidential Search Committee, University of Regina, Regina, Sask. S4S 0A2

University of Minnesota
Vice-President for Student Affairs
Applications by October 6 to: Chair, Search Committee, Vice-President for Student Affairs, University of Minnesota, 428 Morrill Hall, 100 Church St. S.E., Minneapolis, MN 55455

LISTENING DIET . . .

Non-commercial Radio!

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Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

Amyotrophic Lateral Sclerosis Association (US)
Letters of intent are requested for research projects relevant to the aims of the association. Successful investigators will be notified for submission of a full application by Jan. 1. The preliminary proposal will comprise a brief abstract together with a project budget. Deadline is *September 15*.

Canadian Paraplegic Association/Man in Motion Legacy Fund
Grants are available for research projects which meet CPA priorities for 1989: management of problems related to aging with a spinal cord injury; sexuality/fertility — clinics and programs; spinal cord injury prevention; development of consumer-directed support services; enhancement of building codes and disabled parking legislation; integrated statistical data base including incidence, prevention, treatment and rehabilitation; developing programs for rehabilitation of high-level quadriplegics and respiratory-dependent quadriplegics. Application procedures and format are available from ORA. Deadline is *September 15*.

Connaught Committee
The following two competitions have been placed under moratorium for the 1989-90 academic year: special research program grants (September 1989) competition; phase II new staff grants (January 1990) competition. As previously announced in the PDAAD&C #104 of July 10, a moratorium has been placed on the September 1989 l'Anson professorships program.

Cray Research Inc.
Funds are available for research and development grants to users of CRAY supercomputer systems. Proposals must significantly and uniquely increase scientific, engineering or computer system knowledge or develop software and/or algorithmic techniques for supercomputer architectures. Applications from the following disciplines are eligible: the health, physical, biological, mathematical and computational and material sciences; engineering, micro-electronics. Investigators from other disciplines must contact OCLSC prior to submission of an application.

Further information and application forms are available from either ORA or the Centre for Large Scale Computation. Deadline at OCLSC is *August 29*.

National Alliance for Research on Schizophrenia & Depression (NARSAD)
NARSAD offers support to established scientists for innovative work in areas relevant to the basic and clinical science of serious mental illness. Investigators applying for the program for innovative scientific projects are encouraged to define any area of scientific promise in which to develop a new opportunity. Funds will be awarded for one year in the range of \$25,000 to \$100,000. Further information on format of the letter of intent may be obtained from ORA. Deadline is *September 8* with full application to be requested by NARSAD by Sept. 29.

Ministry of Colleges & Universities
The purpose of the university research incentive fund is to encourage universities and the private sector to enter into cooperative research ventures. The program will match, dollar for dollar, eligible investments by the private sector in university-based contract research.

Researchers interested in applying for a URIF award, are encouraged to contact ORA (978-2163) in advance of the deadline date to discuss the contracts or research agreements with the corporate partner, if these are not already in place.

More detailed information and application forms may be obtained from ORA. The deadline date at the ministry is Oct. 16. The internal deadline for receipt of applications at ORA is Tuesday, *October 10*.

Ontario Mental Health Foundation
New guidelines and application forms have been received for the 1990-91 grants programs. Changes have been made to some of the granting programs and new application forms must be used for all upcoming competitions. Funds are provided under various programs as follows. *Grants under the Ministry of Community & Social Services:* emphasis is on disabled persons and the elderly for 1990-91. Priority will be given to issues concerning the effectiveness and efficiency of innovative models of community-based supports and services. Proposals which focus on medical or biological factors will not be considered. *Research grants:*

- (1) one- to two-year research projects;
- (2) up to four-year research projects. Budgets may not exceed \$75,000 in any one year in these two categories;
- (3) major research projects to a maximum of \$150,000 per year;
- (4) major equipment — for equipment in excess of \$4,000;
- (5) small research projects to support pilot or feasibility studies or to initiate a new line of work by a junior or new investigator. Budgets may not exceed \$15,000 in this category.

Publication program: modest funding is offered for the publication of monographs, multi-authored edited volumes, or the dissemination of new principles or research discoveries. Support will not be given for the preparation of video tapes or films.

Conference program: financial assistance is available for conferences or meetings which are relevant to mental health. Support for regular meetings or professional associations are not accepted.

Fellowship program:
(1) senior research fellowships — release time from some or all regular duties;
(2) new faculty research fellowships — release time for newly appointed faculty members to develop research investigations;
(3) post-doctoral research fellowships — for advanced training in fields related to mental health and mental disorders in Ontario;
(4) travelling fellowships — for acquisition of new skills and techniques not available in Ontario.

Deadlines for all OMHF programs are as follows: research grants and major equipment: *September 29*; OMHF/MCSS research grants: *October 6*; publication and conference grants: *November 30*;

all personnel awards: *November 30*.

Upcoming Deadline Dates

American Foundation for AIDS Research — letters of intent: *August 22*.

Amyotrophic Lateral Sclerosis Association (US) — letters of intent: *September 15*.

Arthritis Society — group facilitation grants (letter of intent): *September 1*; associateships, assistantships, fellowships: *September 15* (please note **change**).

Canadian Paraplegic Association/Man in Motion Legacy Fund — research grants: *September 15*.

Cray Research Inc. — research grants: *August 29*.

Dermatology Foundation — research and personnel awards: agency deadline, *September 1*.

Health & Welfare Canada (NHRDP)/MRC/IRDC — collaborative AIDS research special competition (letters of intent): *any time* (please note IRDC applications to Office of International Cooperation); alcohol and drug abuse (second special competition): *September 21*.

Heart & Stroke Foundation of Canada — grants-in-aid, senior personnel awards (research scholarships; visiting scientists; career investigators); research in professional education: *September 1*.

Laidlaw Foundation — research grants: *August 31*.
Leukemia Society of America — personnel awards: *September 1*.

March of Dimes (US) — research grants (social and behavioural sciences): *September 1*.

Ministry of Colleges & Universities — URIF: for ministry deadline Oct. 16, internal deadline at ORA, *October 10*.

MRC — workshops and symposia: *September 1*; operating (new), equipment, maintenance (new), development grants, scholarships: *September 15*.

NARSAD — (schizophrenia and depression) program for innovative scientific projects (letter of intent): *September 8*.

NSERC — Steacie prize nominations: *October 2*; research grants (new applicants): *October 15*.

Ontario Mental Health Foundation — research grants and major equipment: *September 29*; OMHF/MCSS research grants: *October 6*; publication, conference grants and all personnel awards: *November 30*.

Ontario Ministry of Health — progress reports (previously notified career scientists only): *August 31*.

Physicians Services' Inc. — research grants: *September 8*.

SSHRC — Canada research fellowships: *September 12*; major research grants: *October 15*; standard research grants: *October 15*.

U of T, Connaught Committee — special research program grants: September 1989 competition **cancelled**; phase II new staff grants: January 1990 competition **cancelled**; l'Anson professorships: September competition **cancelled**; Humanities & Social Sciences Committee of the Research Board: grants-in-aid: *September 1*; conference grants: *September 15*; general research grants: *October 15*.

W. Garfield Weston Foundation — (neurology and nutrition) research grants: *early autumn*.

Whitehall Foundation Inc. (US) — research grants (life sciences): *September 1*.

Letters

Some problems more important than others

WE AT THE University have had several problems to think about this summer (when is ogling ogling? should we spend less to renovate the president's kitchen? why can't students in Scarborough run their own pub?), but these are surely of little moment when compared to those in China. There the government has killed hundreds or perhaps even thousands of people, and in classic Orwellian style not only refuses to apologize, but continues to defend its actions.

Now we find Canada about to reward this behaviour with a \$100 million loan, and Mr. Joe Clark says this should "serve to advance political change." Of course rewarding totalitarian acts has a long, if undistinguished, history. Chamberlain did it with Hitler, and now it is Mr. Clark who thinks that the \$100 million will bring us "reform in our time."

John J. Furedy
Department of Psychology

Affirmative harassment?

IT IS SAD that a professor near retirement has to appeal for help in order to pay legal costs for looking at girls in a University swimming pool ("Hummel defence fund," July 24). If this is our flagship example of sexual harassment then the wider world may be forgiven in considering University concerns as "purely academic."

More relevant are the concerns about the judges: are they truly impartial? will Professor Hummel remain innocent until proven guilty (of what?) beyond all rea-

sonable doubt?

We are told that sexual harassment is rampant on campus. If Professor Hummel's case is typical of sexual harassment then we are overreacting to the whole issue.

We hope that we are not now entering an age of affirmative harassment. This would be not just sad but immoral.

Alexandra L. Jenkins
David J.A. Jenkins
Department of Nutritional Sciences

Classified

continued from page 11

Tofino, B.C.: Chesterman's Beach Bed & Breakfast. Two private housekeeping units on Tofino's loveliest open ocean beach. Monthly rental October — February. Fax line available, perfect for sabbatical or leave. Joan Dublanko, Box 72, Tofino, B.C. V0R 2Z0. (604) 725-3726.

Secretarial and Word Processing

ACADEMIC WORD PROCESSING by U of T graduate. Nine years' experience typing university theses, books, articles, essays. State-of-the-art word processor provides professional results, beginning at \$2.00/page (double-spaced text page). St. George Street. 925-4967.

Secretarial/Word Processing Service. Resumes, essays, reports, correspondence, mailings, can be processed quickly and for an affordable price. Call CAMPBELL COMPUTING 340-1574.

Miscellaneous

PASSPORT & VISA PHOTOS. Located in Toronto General Hospital, 101 College St., 3rd floor, room 802. 2 B/W Polaroid — \$7.50 (incl. tax; cash only). Wednesday 11-1. No appointment required. 340-4084.

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call collect (604) 592-3666 or write Lois Dutton — Wessex Realty — 1516 Pandora, Victoria, B.C. V8R 1A8.

Let your pets spend their vacation at home. CREATURE COMFORT PET CARE will look after your pets while you are away. Experienced, bonded professionals, serving the downtown Toronto core. 922-7488.

IMPROVE YOUR WRITING. Professional editor with extensive publishing experience will help with your paper, thesis, dissertation, or manuscript. Focus your thoughts, show you where to cut or to expand, clarify awkward sentence structure, etc. Free estimate. Elite Editorial Services. 927-8761.

Computer Programming. Informatica Programming and Consulting. Custom programs written for you in C or dBase. Specializing in research applications. Excellent references. Andrew Cosolo 621-6649.

For Sale: solid oak office desk, has typewriter drawer, \$210.00. Solid wood Victorian-style table

(54" x 46"), needs repair, \$120.00. Brand-new futons: single 6" thick — \$95.00; single 8" thick — \$107.00; double 6" thick — \$115.00. Call 595-0026 evenings.

NEED A GOOD EDITOR? Expert vetting of your book, thesis, academic paper by experienced book editor (humanities, social sciences, psychology). MLA or preferred style. \$20 hourly (negotiable); free estimate. Temenos: 923-4183 (faculty references).

Antique car!! 68 Ford Mustang — low mileage, extra clean — mint condition — 3 speeds — standard — must sell. Tel: 245-4628 (res.), 960-5302 (bus.)

Senior citizen seeks companion for going to concerts and plays. 485-0268.

Bloor/Spadina, qualified daycare teacher, T.L.C., E.C.E. program, references, nutritious hot lunch, snacks, fenced backyard. Full-time childrens age: 15 months plus. Please call Ursula: 979-2769. We are on vacation from August 17 — September 2, 1989.

Huron Cooperative Playschool has a few places available for children between 2½ and 5. Stimulating half-day programme in a warm, parent-administered atmosphere. Located one block from Roberts Library. For further information phone 977-1109 or 924-2257.



Day Care Service for U of T
Students, Faculty, Staff

The Margaret Fletcher Day Care Centre

Hours: 8:00 — 6:00 (Monday-Friday)
Ages: 2½ — 5 yrs.

100 Devonshire Place (St. George/Bloor)

978-6725

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A classified ad costs \$10 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Nancy Bush, Department of Communications, 45 Willcocks St., Toronto, Ontario M5S 1C7. Ads will not be accepted over the phone.

Accommodation Rentals Available — Metro & Area

Brunswick/Sussex. Fully furnished, equipped (5 appliances) upper duplex, 1½ baths (bidet en suite), cable, 2 bedrooms; quiet, charming Victorian house, 5 minutes to University. Lease 1/2 years, references, non-smokers. \$1,575 inclusive. From September 1. 964-7270.

House for rent. January 1st — (approx.) June 30th, 1990. Large, comfortable, centrally located home in Casa Loma area. Renovated, landscaped, 4 or 5 bedrooms, 2 baths, family room, 2 studies, cat. Furnished, steps to subway, shopping, schools, park, ravine. \$1,900/month plus utilities. Non-smokers required. 925-1550.

Furnished 3-bedroom home in Don Mills: large yard; walking distance to shopping, schools; convenient to downtown. Available January 1 — June 15, 1990. Rent: \$1,250 per month plus utilities. Call 391-1414.

Sabbatical house for rent. 4 bedrooms, furnished, appliances, fenced yard, garage. Close to subway, shopping, schools & park. Available January — August 1990. In Riverdale. \$1,800/month + utilities. Call Lidia 369-5086 (days), 469-1467 (evenings).

One-bedroom, furnished, renovated basement apartment. Available August. Separate entrance. Walk to subway, shopping. Suitable for academic, single or couple. No smokers. In Riverdale. \$600/month inclusive. References required. Phone Lidia 369-5086 (days).

Pape/O'Connor: One-bedroom apartment available in fully renovated duplex (new bathroom, appliances, wall-to-wall carpeting, etc.). Bright. Garden. Quiet neighbourhood. Just minutes from parks, all amenities. Parking. Downtown 10 minutes. \$787. Call 656-2828.

Furnished large one-bedroom apartment. Ideal for couple. Northwest of Dundas and University. 100 yards to subway and 10-minute walk to U of T. 1050 sq. ft. including living-room, kitchen, dining-room, large bedroom, sun-room and two bathrooms. Available starting September 1. In One Park Lane luxury complex, with 24-hour concierge, underground parking, swimming pool, squash court, billiard room, etc. Rent \$1,600/month furnished. Contact Prof. K.C. Sevcik, 978-6219 or 593-5401.

House for the academic year. Bathurst/Wilson, detached house, large yard, 2 bedrooms, 1½ baths, living, dining, central air & heat, cable TV, frost-free fridge, new dishwasher. Quiet neighbourhood. September or October to May. \$1,100 a month + utilities, non-smoker. 636-6230.

One-bedroom apartment, furnished. Yonge/Lawrence, walk to subway. Private and quiet. Parking, laundry. Short-term basis, 1 year (flexible), available from September 1st on. \$700/month. 487-4937.

84 MacDonell Ave. furnished 3-bedroom on 2 levels, sun-room, yard. Short-term till October 31/89. Rent negotiable. 1 block east of Sorauren, 2 blocks north of Queen. Call Brian 535-1937.

House for rent. St. Clair & Silverthorn. 2+ bedrooms, 2 baths. Central air conditioning. Large garage, laundry room in finished basement. \$1,200 a month plus utilities. Phone 536-4277.

Historic Cabbagetown: First-floor, furnished 1-bedroom flat in Edwardian home, living-room, dining-room, 4-piece bath, equipped kitchen, fireplace, cable, air conditioning, parking & incredible perennial garden. Suit professors/couple. 15-minute walk to Eaton Centre. September 1989 — April/May 1990. \$1,400 + hydro. 927-0167.

West Annex, available immediately for one year, walk to campus. One-bedroom apartment, bright, own laundry, central air conditioning. Could be furnished. \$890 inclusive. Quiet non-smoking person or couple only. Phone 926-1300 x3286 or 588-5801.

Bathurst/Steeles 1-bedroom apartment. Completely furnished, underground parking, heated indoor pool, sauna. Oct. 15 — April 14, 1990. References, non-smoker, reasonable, faculty. 663-6855.

College/St. George. One-bedroom apartment, can furnish if necessary, hardwood floors. \$750/month, September 1, lease required. Call 595-0026 evenings or come to 34 Henry St.

Condo. 25 Esplanade (at Yonge). Best location in city. Behind O'Keefe Centre. 1 bedroom + den, 6 appliances, 1 parking space. September 1 — April 31. \$1,200. 828-9369, 864-1724 after 5.

College/Huron luxury one-bedroom apartment. Two levels in Victorian home. Two baths, laundry, deck, parking. All within 5-minute walk of U of T. Tastefully furnished. Available September 15, 1989, length of stay negotiable. \$1,300 inclusive. 599-5181.

House for rent downtown. Available for the school year. Renovated, furnished, 3 bedrooms with garden, greenhouse, whirlpool, sun-deck and 5 appliances, parking. Walking distance to University. Prefer non-smoker. \$1,650 including utilities. Call 598-3331.

King & Bathurst — one-bedroom, penthouse, unfurnished, lake view plus dome stadium. Conference & computer rooms, health club, tanning salon, security, indoor & outdoor pools, parking, walk to downtown. Immediate possession. \$1,575 + hydro. Phone Mrs. May 1-854-2660.

Yonge/Eglinton. Furnished 3-bedroom house, 2 bathrooms, finished basement, sauna, six appliances, cedar deck, steps to TTC. Available December 1, 1989 to June 30, 1990. \$1,950 per month plus utilities. Telephone 486-0510 or 736-5164.

Bathurst/Dundas area, renovated 3-bedroom house, available immediately. Parking negotiable. 499-0400.

St. Clair/Oakwood. Sunny, furnished 3-bedroom house, deck, garden, 2 fireplaces. Available Oct. 1, length of tenancy negotiable, \$1,800 inclusive. 656-2299.

Queen Street East & Kent Rd. Immediate possession. 7 minutes to downtown. A newly renovated 3-bedroom semi-detached house, fully carpeted, ceramic tiles in kitchen & bathroom; 4 appliances (fridge, stove, washer, dryer), working fireplace, rear deck, enclosed backyard, parking. No pets, non-smokers preferred. Must be seen to be appreciated. Will suit 2 or 3 persons. \$1,500 monthly + hydro. For appointment call between 9 a.m. & 5 p.m. 445-1672.

Royal York Road, Humbertown Plaza. Spacious, bright, two-bedroom apartment, main floor of triplex. Laundry facilities, large backyard. Parking. Close to subway. Available September 1, 1989. \$1,150 +. 233-1048.

Accommodation in exchange for after school child care. A centrally situated professional couple require after school child care for two children, Monday to Friday. We prefer a responsible graduate student fluent in French. Anna 920-7984.

Leslie/Sheppard. 3-bedroom detached bungalow. Large lot, treed backyard, excellent neighbourhood, 1½ bathrooms, finished basement, appliances, TTC, schools, shopping. Available early December 1989. \$1,325 + utilities. 961-7899. Can accommodate short- or long-term lease.

Forest Hill (Avenue Rd/UCC). Duplex, lower, elegant, spacious 2 bedrooms plus study, 2 baths, separate dining-room, eat-in kitchen, deck, fireplace, laundry. Convenient to U of T, hospitals. No pets. \$1,690 plus hydro. September 225-7465, 484-6879 evenings.

Executive 2-bedroom apartment, fully furnished. Fireplace in living-room. Avenue Road south of St. Clair. \$1,200 per month. Available September 1/89 to March 1/90. 968-1524 and leave message if no one home.

Bathurst/St. Clair. Extra-large duplex. 3 bedrooms, working fireplace in living-room; dining-room, modern kitchen, tiled bathroom, garage, laundry, deck, garden. \$1,300 September 1. 922-0158 after 6:00 p.m. or tape message.

House for rent — Greenwood/Danforth. Two bedrooms, two stories, converted back porch (rec-room), detached. Can walk to subway — 10 minutes. Quiet East York neighbourhood. Jacuzzi. Asking \$1,300 + utilities. Non-smokers preferred. ASAP, some flexibility. References. Call 967-5275 (after 7 p.m. weekdays, weekends O.K.).

Avenue Road/Eglinton — very large, bright, 3-bedroom apartment, separate living-room, panelled dining-room, den/sun-room, fireplace, carpet, hardwood, laundry, parking, garden. Excellent location. \$1,650. September 1 or ASAP. 658-7989, 323-3470.

Ravine setting. Spacious 4-bedroom professional family's home in established community of Markham. Convenient to Scarborough and Dufferin campuses, or by daily commuter train into Toronto. Backyard opens to beautiful valley. 3½ baths, 3 fireplaces, finished basement, double garage. Fully broadloomed, drapes, 6 appliances, some furniture. Available from October 1989. Flexible rental term, minimum 12 months. \$1,800 per month (plus utilities). References. Call 294-0973.

A Bay/Bloor Manulife Building 40th-floor, lake view, 1-bedroom furnished apartment for single person. Non-smoker. Swimming pool, health club, references. 961-3061.

Bloor/Dovercourt — Very spacious, two levels, 2 bedrooms, living-room, dining-room, eat-in kitchen, jacuzzi, laundry en suite, large deck, parking, utilities included. September 1. \$1,650. 924-0405 evenings.

Broadview/Danforth — Playter Estates. Professors. Fully furnished upper duplex — \$1,700/month*. Fully furnished lower duplex — \$1,500/month*. *Utilities included. Only 35-minute walk to University, steps to buses and subway. Perfect for family. Call 586-2020 (day) or 463-7581 (evening) for further details.

Elegant executive home near Casa Loma. Available January — June 1990, beautifully furnished, spacious 4+ bedrooms, 4 bathrooms (including en suite), main-floor den, finished basement, private drive 24-hour security, short walk to subway or campus, non-smokers, references, \$2,800. Call 923-6641 ext. 2512 (days), 531-7444 (evenings).

2-bedroom house — upper Beaches. Prime Beaches area. Immediate occupancy. Five appliances included. Partially furnished. Parking. \$1,150 per month + utilities. Please phone 421-2236.

Furnished 1-bedroom apartment (with indoor parking), High Park area, near subway (5 min.). September 1 to May 31. \$675 (1st and last months' rent), call 762-5517 (Aug. 29 on).

Apartment to sublet: September to April. \$700 per month. Furnished 1-bedroom apartment in mid-town Toronto. Stunning view with balcony. Indoor parking; china, drapes, kitchen equipment included. Ideal for visiting scholar or very mature student. Non-smoker preferred. References required. Call 486-0719 before August 26.

Rosedale — newly redecorated two-bedroom apartment with balcony, unfurnished, available September 1. Parking included. Bus at door, close to subway. One-year lease, renewable. No children or pets. References required. \$1,250. Call 782-8689 or (705) 385-2980.

Beaches spacious luxurious apartment in duplex; suits 2; \$1,400 inclusive. 690-9858 evenings, 392-6346 days.

Modern basement bachelor on quiet residential street near Yonge/St. Clair. Three minutes to subway. Newly renovated kitchen. Laundry facilities available. \$675 per month inclusive. Available September 1. Non-smoker please. Call 849-2678 (days), 593-6981 (evenings).

Luxury executive apartment (furnished). Don Valley Pkwy. Eglinton — Wynford Hts. Cres. 1 bedroom, 2 baths, den, security, pool, sauna, exercise. 4-8 months + flexible. \$1,250 — cable TV (2), hydro, phone (2), microwave. 447-7008.

Downtown — Large, bright 7-room + space, use for a 3- to 4-bedroom apartment and/or can be used for office/commercial space. Has skylights, hardwood floors, \$1,395, ASAP, some flexibility, references. 323-0040.

Annex — Madison Ave. Historic Victorian building. 1st-floor duplex apartment, large, 3 bedrooms, separate living/dining, 2 bathrooms, 2 fireplaces, hardwood/carpet, track lighting, stained glass, sun-room + porch, garden, laundry, garage. (\$1,875, Sept. 1 or ASAP, some flexibility), references. 972-6086, 323-3470.

Annex — 1- & 2-bedroom apartments. Quiet building, bright, clean, hardwood, newly painted, balcony, garden, laundry, \$795 & up, some with parking. September 1 or ASAP. References. 323-3470.

Oakwood/St. Clair. Large 2-bedroom apartment. Quiet clean building, bright, hardwood floors, garden, storage, TTC. \$950. Sept. 1, some flexibility. Also: junior 1-bedroom basement apartment \$475. References. 323-0040, 323-3470.

Bathurst/College. Large unfurnished rooms, clean, bright, quiet building, share facilities, \$350 & up. ALSO: office space available, great location & reasonable. August/September, negotiable dates, references, 323-0040.

Accommodation Rentals Required

Visiting Australian professor on research sabbatical desires two-bedroom apartment, house or flat (or sharing arrangement) from approximately mid-September to mid-February. Up to \$1,200 monthly. Phone 536-0414, 923-2639, or (collect) (519) 538-1900.

3-bedroom house or apartment to rent for 1-2 years starting September 1, 1989. Reasonable commuting distance from U of T, pleasant neighbourhood for kids. Will accept some house-sitting duties in return for reduced rate. Maximum: \$1,000/month. Leave message with Cheryl MacRae at 978-3517.

Accommodation Shared

Danforth & Broadview. Professor or mature professionals to share renovated house. TTC 15 minutes to U of T. Furnished bedroom plus deck. House has all appliances, fireplace, yard. Street parking. Non-smoking, organized, quiet. \$450. Maid included. Available August 26. Call Ken Shepard, Ph.D. 463-0423.

Roommate wanted September 1. \$400 (incl. util.), phone/cable extra. Two floors. Bright, spacious. Close to downtown. Quiet, residential neighbourhood. Washer & dryer. Non-smoker, must like pets. References/1st & last months' rent required. 423-6999.

Annex: available for a male professional to share a 2-bedroom (own bath) elegantly furnished condominium with a university professor. 5-minute walk from St. George campus. September — May. \$550 (utilities included). Call (514) 937-0807.

High Park/Bloor subway station. 15 minutes to downtown, 20 minutes to the airport, 5 minutes to High Park. Furnished room within an apartment, share facilities and responsibilities. Mature female, responsible, non-smoker. First/last months' rent. References required. Available immediately. Contact Edel: 766-4276 or leave message.

Immediately — Bathurst & College. Large 2-bedroom flat to share with nurse. Large kitchen, 2 bedrooms, bath & study on 2nd floor. Stairs to spacious loft with patio doors to roof deck. Includes 1 parking space in garage. Non-smoker. Call Phyllis 969-9026.

At St. Clair West subway. Own room, study, dining area and deck. Share kitchen and bath. Ideal for out-of-town female non-smoker with little or no furniture. \$450, phone & cable extra. Oriental. 654-0421.

Bloor/Emerson. Top floor of 2-level apartment, available September 1st. Large bedroom, den, storage, landing. Share fully equipped kitchen & large bath on 1st floor with student couple & cat.

Non-smokers. TTC at door. \$515/month, util. & phone incl. Suit student couple or single who needs quiet sunny space. Privacy respected & expected. Andre & Margot. 588-6823.

Davisville/Yonge: one-bedroom + en suite bath, \$675. One small bedroom, \$475. Both rooms are in furnished, clean, 4-bedroom home with garden. Seeking female non-smoker. Close to TTC. No pets. Price incl. 483-1163.

Bonnevue Manor is a 5,000 sq. ft. mansion which epitomizes the grandeur of the Victorian era. High ceilings, hardwood floors, deck, fireplace mantels, warm, cosy, quiet, clean and homey. Its spacious bathrooms, kitchen, dining, recreation, laundry facilities are just a few of the conveniences at your disposal. Six fully furnished rooms available with housekeeping services. We require decent, mature persons to share this beautiful home. \$140/week plus parking. 533-2644.

Downtown. Beautiful bedroom in 4-bedroom apartment for \$50/week. Unique situation for the right person. Share with 1 adult, mature children and pets. Eating arrangements to be discussed. 977-7926 evenings.

Bloor and Bathurst. Professor with young child looking for compatible professor or other professional. Large room in renovated house, share rest of house. All appliances, central air, deck, yard. Non-smoker. \$500/month inclusive. 537-5838.

Bloor/Islington two-bedroom home, furnished, 5 appliances, large modern kitchen, one bathroom, hardwood floors, yard, parking, subway, non-smokers to share with owner. Suit 2 graduate students or professors. \$1,200 +, negotiable. 360-7923 days.

Accommodation Out of Town

AJAX — on the GO Train line, 2-bedroom plus den condo for rent. Well-kept complex. Immediate occupancy, 420-8508 evenings and weekends.

Accommodation Exchange

Tokyo Exchange. Furnished 3-bedroom Don Mills home with large yard; walk to shopping, schools; convenient to downtown. Available January 1 — June 15, 1990. Would like to exchange with Tokyo family. Call 391-1414.

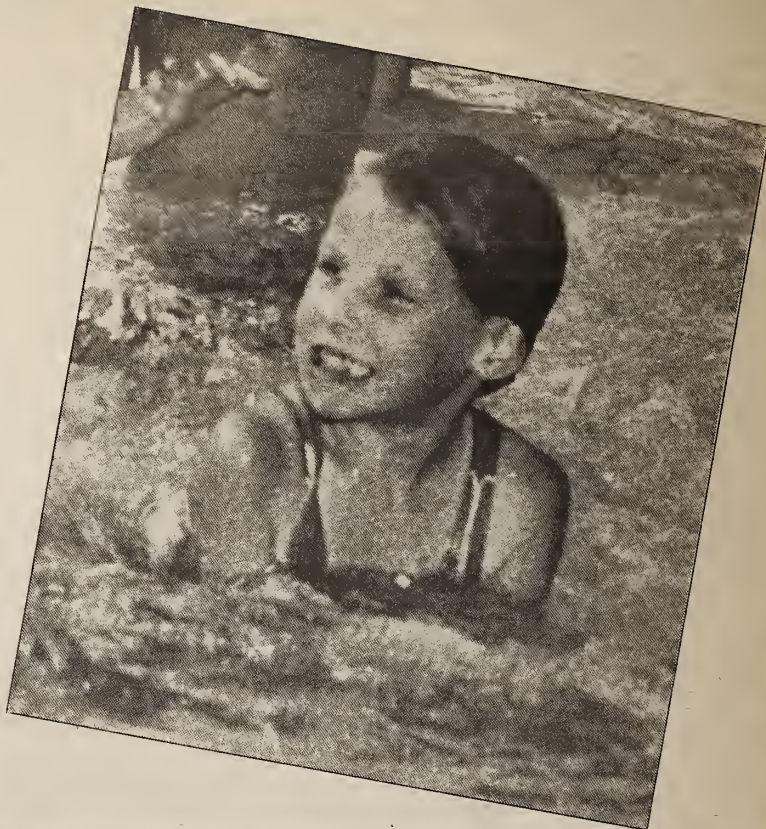
Houses & Properties for Sale

Home for sale: Islington subway, 3 bedrooms, fireplace, huge garden, finished recreation room, close to all amenities, immediate possession, open one-year mortgage, \$299,900.00. Mrs. Lynn 963-0710 days, 233-7302 evenings.

Vacation/Leisure

BACKPACK CANADA & UNITED STATES, MEXICO & PERU. Adventuresome backpacking treks through the Ocala National Forest in Florida, in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the Appalachians during the autumn colour season, hut hopping in the White Mountains of New Hampshire, the Andes Mountains of Peru, the Chilkoot Trail in the Yukon and the Copper Canyon (Barranca del Cobre) in Mexico. We have some trips where we hike out daily from base camps in scenic backcountry areas. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

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Summer fun

Hundreds of kids took the chance to go to university this summer and had a lot more fun than the regular users of the campus. The Department of Athletics & Recreation arranged a variety of summer sports camps, among them (clockwise) T-ball, swimming, gymnastics and karate.



PHOTOS: JEWEL RANDOLPH